

An Introduction

Establishing trust and creating the right environment so that your people can flourish and develop is essential in today's competitive world. In a world where change is the 'norm', organisations that are successful constantly need to have a strong vision and be innovative and flexible in their approach. To enable this to happen strong leadership is essential. The Leadership Masterclass will enable you to challenge yourself as a leader so that you can fully realise your true leadership potential. This will support you in your quest to inspire others, generate enthusiasm and sustain commitment to your vision and operational goals.

Seminar Objectives

By the end of this programme you will be able to...

- Review and compare your leadership style against the master leaders
- Understand your 'inner leader'; your unconscious drivers and motivators
- Articulate your vision and set powerful and motivating goals
- Inspire creativity
- Become a positive leader of change
- Build rapport quickly and easily
- Communicate your vision with clarity and enthusiasm
- Have the courage to make difficult decisions

As a result of participating in the Leadership Masterclass you will complete:

- The Emotional Competence Indicator (ECI) – Discover your 'inner leader' profile across 20 core competencies
- Influencing Style Questionnaire – Identify your preferred influencing style when leading others
- Personal Leadership Audit – Identify your leadership 'gaps'
- Your Driver Profile – The unconscious drivers that you use and how they affect your ability to lead effectively
- Motivation Profile – A 'four box' model that will enable you to determine what you need to do to motivate your individual staff

Who Should Attend?

Middle and Senior managers who want to develop their leadership using cutting edge techniques. Those whose job it is to lead others and who want to develop and improve their leadership style.

UNDERSTANDING LEADERSHIP

- Clarifying the difference – Leadership V Management
- What do great leaders have in common?
- Identifying your key challenges for the 21st century leader
- Ensuring your organisation is 'fit for purpose' and is able to respond with innovation and flexibility to a changing environment

VISION

- Why you need a vision
- How to develop your vision
- Using the 'Dilts Logical Level' model to develop organisational congruency
- Aligning your values with your vision
- The use of 'Future Pacing' to test your vision

INNER LEADER

- Learn how to identify the beliefs and unhelpful habits that you hold that may be limiting your ability to become a master leader
- Find new ways of creating positive 'anchors' that you can use anytime to improve your leadership performance
- Learn how to visualise the successful outcomes that you want to achieve
- Put yourself in that future situation and experience the impact of success
- Recognise and understand what your unconscious mind is telling you and how to use it to guide you to greater success
- Develop a high level of personal awareness through understanding the 5 key following areas...
-Self-Awareness; Emotional Resilience; Motivation; Conscientiousness; Decisiveness
- Learn how top performers in any field use their 'Circle of Influence' and then establish how to use yours to ensure you focus on what CAN be done rather than what CANNOT be done
- Understand your five emotional drivers and their impact on your ability to lead and perform effectively

OUTER LEADER

- Building your credibility and learning how to gain trust and rapport quickly
- Motivating your staff to take action proactively and with enthusiasm
- Learn effective coaching techniques so that you can empower your people
- Inspiring creativity and innovation within your organisation
- Understanding the 'Disney Strategy' technique for creativity and how you can apply it within your business
- Managing your people through change
- The 5 stages of change Leadership
- Identifying the reasons why change fails and how to avoid them
- Using the Situational Leadership model effectively
- Communicating with power and influence
- Dealing with negativity and making tough decisions